

***City Council  
Special Meeting  
Board & Commission Interviews***

**Monday, December 10, 2018**

**City Hall, Spruce Room**

**749 Main Street**

**6:00 PM**

- 1. CALL TO ORDER**
- 2. APPROVAL OF AGENDA**
- 3. DISCUSSION OF INTERVIEW QUESTIONS & PROCESS**
- 4. LIBRARY BOARD OF TRUSTEES INTERVIEWS**
- 5. DISCUSSION & IDENTIFICATION OF POTENTIAL APPOINTEES**
- 6. ADJOURN**

***The second night of interviews, previously scheduled for  
December 11, will not be held.***

**[Link to 11/16 Committee packet with all board applications](#)**

***Board and Commission appointments will be made at the  
December 18 City Council meeting.***

**City Council**  
**Planning Commission Interviews**

Monday, December 10, 2018

6:00 PM

City Hall, 749 Main Street, Spruce Room

TIME	NAME
6:00 PM	Discussion of Interview Questions & Process
6:15 PM	Michelle Welsh-Horst
6:30 PM	Amy Stran Mitchell
6:45 PM	Helana Lechner*
7:00 PM	BREAK
7:15 PM	Ross Holland
7:30 PM	Jaime Dufresne
7:45 PM	Stephen Bulick
8:00 PM	Discussion & Identification of Potential Appointees for all Board Vacancies

\* applying for reappointment

## 2019 Board and Commission Vacancies

Appointee Names	Length of Term	Available Terms
<b>Board of Adjustment</b>		<b>3</b>
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021
<i>associate</i>	3 Years	January 2019 - December 2021
<b>Building Code Board of Appeals</b>		<b>2</b>
	3 Years	January 2019 - December 2021
<i>alternate</i>	3 Years	January 2019 - December 2021
<b>Business Retention &amp; Development</b>		<b>2</b>
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021
<b>Cultural Council</b>		<b>4</b>
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021
<b>Historic Preservation Commission</b>		<b>2</b>
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021
<b>Historical Commission</b>		<b>4</b>
	4 Years	January 2019 - December 2022
	4 Years	January 2019 - December 2022
	3 Years	January 2019 - December 2021
	2 Years	January 2019 - December 2020
<b>Library Board of Trustees</b>		<b>2</b>
	4 Years	January 2019 - December 2022
	4 Years	January 2019 - December 2022
<b>Local Licensing Authority</b>		<b>2</b>
	4 Years	January 2018 - December 2021
<i>associate</i>	4 Years	January 2018 - December 2021
<b>Open Space Advisory Board</b>		<b>2-3</b>
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021
<i>alternate</i>	1 Year	January 2019 - December 2019
<b>Parks &amp; Public Landscaping Advisory Board</b>		<b>2</b>
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021

## 2019 Board and Commission Vacancies

<b>Recreation Advisory Board</b>		<b>4</b>
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021
	3 Years	January 2019 - December 2021
	1 Year	January 2019 - December 2019
<b>Revitalization Commission</b>		<b>1</b>
	5 Years	January 2019 - December 2023
<b>Sustainability Advisory Board</b>		<b>2</b>
	4 Years	January 2019 - December 2022
	4 Years	January 2019 - December 2022
<b>Boulder Cty Housing &amp; Human Services Cmte</b>		<b>1</b>
	3 Years	January 2019 - December 2021

## 2019 Board and Commission Applicants

Board of Adjustment (3 vacancies)	Building Code Board of Appeals (2 vacancies)	Business Retention Development (2 vacancies)	Cultural Council (4 vacancies)	Historic Preservation Commission (2 vacancies)	Historical Commission (4 vacancies)	Library Board of Trustees (2 vacancies)
Peter Briggs <b>A</b>	Mason Gatto <sup>^</sup> <b>A</b>	Steve Erickson* <b>A</b>	Deborah Davies* <b>A</b>	Gary Dunlap <sup>^</sup> <b>A</b>	Leah Angstman <b>A</b>	Stephen Bulick <b>I</b>
		Angie Layton	Beth McLennan <b>A</b>	Andrea Klemme <b>A</b>	Jennifer Henderson <b>A</b>	Jaime Dufresne <b>I</b>
			Laura Parks-Pederson <b>A</b>		Betty Scarpella* <b>A</b>	Gary Dunlap
			Robby Pitt <b>A</b>		Joe Teasdale* <b>A</b>	Christin Heuston
			Kim Poletti <b>A</b>			Ross Holland <b>I</b>
			Sarah Tuff Dunn			Angie Layton
			Angie Layton <b>O</b>			Helana Lechner* <b>I</b>
Two positions will remain vacant until filled in 2019	One position will remain vacant until filled in 2019	One position will remain vacant until filled in 2019		~Preservation Professional		Amy Stran Mitchell <b>I</b>
	<sup>^</sup> Building Professional			<sup>^</sup> Old Town Resident		Michelle Welsh-Horst <b>I</b>
Local Licensing Authority (2 vacancies)	Open Space Advisory Board (3 vacancies)	Parks & Public Landscaping Advisory Board (2 vacancies)	Recreation Advisory Board (4 vacancies)	Revitalization Commission (1 vacancy)	Sustainability Advisory Board (2 vacancies)	Boulder County Health and Human Services Advisory Committee (1 vacancy)
Kyle Brown* <b>A</b>	David Blankinship* <b>A</b>	Dave Clabots* <b>A</b>	Peter Briggs	Michael Menaker* <b>A</b>	Seth Adams* <b>A</b>	Rebecca Alderfer <b>A</b>
Chris Gabriel	Angie Layton	Ethan Hall	Christin Heuston <b>A</b>		John Honan <b>O</b>	
Elizabeth Kaufman* <b>A</b>	Helen Moshak* <b>A</b>	Angie Layton	Eugene Kutscher <b>A</b>			
	Thomas Neville <b>A</b>	John Honan	Brett Nickerson <b>A</b>			
		Ellen Toon* <b>A</b>				
			One position will remain vacant until filled in 2019			

\* denotes reappointment applicant

Blue – Ward 1 Resident

Green – Ward 2 Resident

Purple – Ward 3 Resident

Red text refers to specific board requirements.

**A** - Discuss with no interview

**I** - interview for Library Board of Trustees

**O** - Appoint to this board which is not one originally applied for  
(all of these applicants agree to this appointment)

## **LBOT Interviews – Possible Questions**

Possible interview questions:

- How do you see libraries changing in the next five years?
- How do you think this library should change to meet the needs of the community?
- The Library Board services in an advisory capacity. What do see as its role with City Council? And, its role with Library staff?
- How do you handle working with others with whom you may disagree?

	Michele Welsh-Horst	Amy Stran Mitchell	Helana Lechner	Ross Holland	Jaime Dufresne	Stephen Bulick
<b>Briefly explain your interest in serving on the Library Board of Trustees.</b>	<p>My interest in serving on the Library Board of Trustees stems from both my passion for books and a desire to play an increased part in contributing to our wonderful city of Louisville. I have been an avid reader and loved books all my life. My first job was as a page at my local suburban branch library, and I also worked at my college library and at a small library in rural Wisconsin. During and after college I worked at three different bookstores: two chains (remember B. Dalton?) and one independent. For 29 years I have worked as an editor in book publishing, most recently for 10 years on trade nonfiction titles for various imprints at Hachette Book Group's Boulder office. My two daughters attended Louisville schools from kindergarten through high school, which happily provided many opportunities for community involvement. I was a Junior Great Books leader while they were at Fireside Elementary, a Girl Scout leader for both girls' troops for 12 years, and editor of the PTSO newsletter and a fundraising chair for the Music Boosters at Monarch High School, among many other volunteer activities.</p> <p>The library has been a central part of our family's connection to Louisville since we moved here from Boulder almost 20 years ago. I think we have visited the library at least once a month (or once a week in the summers) that entire time. My daughters have participated in summer reading programs, Louisville Art Association school art displays,</p>	<p>Simply stated, I am interested in serving on the library board because I absolutely love reading and love the library and want to give something back to Louisville. Books are a gateway to other worlds, other viewpoints, other people's lives, and in our current political environment we all could use more empathy and insight. The library is a place in our community where we who can read (and we are fortunate in Louisville to be predominately literate) are nearly equal. As city/library district residents, we all may get a library card and freely access the ideas in thousands of books. I would like to serve on its board to ensure the Louisville library continues to be an equalizing and magical community resource. I can't imagine a life without reading and would like to help others in Louisville feel the same way. Serving on the library board is one way to help.</p> <p>Practically, I see opportunity for the library to change and grow as Louisville is changing and growing, and I would like to help guide that change. I have lived here for nearly 20 years and watched the library grow from a book repository in a non-descript building to downtown centerpiece of physical and electronic resources. I have used the library as a single person, a married person, a parent, a businessperson, and it has met my needs in all those roles, yet I see opportunity for improvement. I have served on several non-profit boards and have experienced the fun and the challenges of board development, budgets, and long-term strategic planning. I have also worked in state government and respect the</p>	<p>I love serving on the LBoT because I feel that so many citizens of Superior and Louisville use the library so it is the biggest contribution of my volunteer time to my neighbors.</p> <p>I also feel that serving on the LBoT advances literacy for all people.</p>	<p>Over the years both myself, my wife and family, adults and children, have been avid users and supporters of libraries wherever we have lived. This has continued since our arrival in Louisville two years ago. There is hardly a week goes by we do not use the resources provided by the Louisville Library. As a new resident of Louisville this has been important to us.</p> <p>Prior to coming to Louisville I have had extensive experience in policy development and strategic planning, not only as a former Dean of the Australian College of Pharmacy Practice, but also through my involvement in local government cultural planning committees, most recently with Coffs Harbour City Council, Australia.</p> <p>Having been always involved I local affairs, I am keen to continue this activity and become further involved in my new community. This opportunity to support our local library service in this manner seems to be a match with my interests.</p> <p>I therefore believe that my background and experience make me a suitable candidate to be a member of the Library Board of Trustees.</p>	<p>The local public library has been central to my world for as long as I can remember. When I was in elementary school, librarians introduced me to the sly works of Agatha Christie and the loquacious and wistful words of L.M. Montgomery. In middle school and high school, when I felt out of place amongst my peers, the library was a place of refuge and comfort. In college, it was a peaceful haven for reflection and study. As an adult, I have found he library to be a source of connection, community, and continued learning through different life stages. When my son was born, my outlet for connection to other new parents and parenting resources was the Mommy and Baby Sing-along, the parent classes, and speakers at the Cambridge Public Library. Now, for the first time in my adult life, I have purchased a house and am setting down roots in a lovely, friendly little city. I am excited to be a part of this community and I choose to reach out and serve others through the place that has always been my source of refuge, peace, community, and learning: my local library. I am excited to give back to the community of Louisville by volunteering on the board of trustees. I hope to help connect others to the library through enhanced community programs and endearing outlets like the Little Libraries.</p>	<p>I am a fan of libraries. I believe that librarians are the keepers humanity's collective conscious and that libraries play a crucial role in supporting civilization. My family have always been library patrons. We are all readers.</p> <p>Much of my education has involved libraries. My family regularly visited the North Hills Public Library in the Pittsburgh suburb where I grew up. I worked in the college library for most of my undergraduate career and contemplated becoming a librarian. I acquired a masters degree in library science. While doing the latter I became interested in bringing computing to the library in a way that preserved the best that libraries had to offer, which led me to become a software engineer and acquire a PhD in Information Science. One of my jobs as a graduate student was teaching basic programming courses to library science students. Later, while a Member of Technical Staff at Bell Laboratories, Murray Hill, I taught library automation as an adjunct in Rutgers' School of Communication and Information.</p> <p>I went to Bell Laboratories to work on computing applications for the library network. While there, I built one of the earliest online public access catalogs, which led me to problems of information retrieval, which led me to problems of natural language text processing, and then to multimedia because not all intellectual assets are textual.</p> <p>Though my professional interests moved on somewhat, I never lost my interest in libraries.</p>

	<p>and as volunteers with the Reading Buddies program, to name just a few examples. Along with checking out print books, taking advantage of the work stations, and perusing the New Arrivals, I am a big fan of the audiobooks on CD and the new Libby app, which is a really friendly interface I found for browsing and checking out Louisville Public Library ebooks and digital audio books on my iPad. Now that my youngest daughter has headed off to college I have more time to get involved in our community, so I was excited to see there are a couple openings on the Library Board of Trustees. I believe my desire to make a difference in our town, my strong connection to our library, and my experience in the book industry would make me a valuable member of the LBOT.</p>	<p>importance of the political process in community development. My MBA and life experience (I now consult for non-profits) has given me practical skills to contribute to the board.</p> <p>Mostly, though, I want to serve on the library board because I want to see more people use the library. I am a prolific reader and regular library user, as sadly evidenced by my card being regularly inaccessible due to excessive fines. I would love to help the library reach everyone in Louisville and share the magic of reading. I have often looked at the plaque outside the library’s front doors and thought, “it would be fun to be on the library board.” I happen to now have both desire and time, so here I am.</p>				<p>When we had children, my wife and I made sure they knew the benefits of the library, in this case the Boulder Public Library, where we were regular visitors for many years. Both of our daughters are readers and life-long learners, and I have no doubt their library experience played a crucial role. They remember their regular visits to the Boulder Public Library fondly.</p> <p>When I was a child libraries were about books and community. Now they are about books and computers and media of all kinds, but they are still about community.</p> <p>Why am I interested in becoming a trustee? To support the library. To make sure it stays an integral part of the Louisville community. To make sure there is a place where free inquiry is supported and encouraged, where anyone can come to learn, to satisfy curiosity, to be engaged by stories found nowhere else, to aspire to larger matters of intellectual life.</p>
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	<b>Michele Welsh-Horst</b>	<b>Amy Stran Mitchell</b>	<b>Helana Lechner</b>	<b>Ross Holland</b>	<b>Jaime Dufresne</b>	<b>Stephen Bulick</b>
<b>Do you have a library card?</b>	Yes	Yes, for as long as I can remember (thank you parents) and in every community in which I've lived.	Yes	Yes	Of course! As soon as I had a contract on my home, I applied for my new library card. In truth, my relationship with the Louisville Public Library started before I received a card. When we were looking for homes (between family in Westminster and in Boulder), I made sure to scope out the local libraries. The lovely physical space and the kind library staff and patrons gave the Louisville Public Library a welcoming feel.	Yes



	Michele Welsh-Horst	Amy Stran Mitchell	Helana Lechner	Ross Holland	Jaime Dufresne	Stephen Bulick
<b>What is one thing you would keep and one thing you would change about the Library?</b>	<p>One thing I would keep: The staff! Obviously you weren't planning to get rid of the staff anyway, but I think our librarians are the best resource at the library. They are friendly, helpful, accessible, and knowledgeable. When a patron needs to ask a librarian a question, it is often about something completely foreign and new, so it is easy to be embarrassed or hesitant about asking. (It took me a long time to get up the nerve to ask about how to check out ebooks.) In my experience our librarians are endlessly patient and unflappable, and when I talk to them I usually learn something new in addition to what I originally wanted to find out. For example, when the library didn't own a book in a series that one of my daughters was looking for, the children's librarian showed us how to request that the library buy a copy. One time I asked about a magazine that it turned out the library didn't carry. The librarian told me they might be able to subscribe if I requested it. (In each case the library came through and purchased what we requested!) Librarians really are the original and best search engines.</p> <p>One thing I would change: Refresh the main entry area as you walk in the building. I realize remodeling is expensive and difficult to reach a consensus on, and budgets are always a consideration. Rearranging the entryway might be a relatively easy way to breathe new life into the library experience—everyone enters through the front door, and that's</p>	<p>I would keep the amazing library staff in their beautiful, downtown building and I would improve upon their work by increasing awareness of the breadth of things the library offers to draw in people who are not in love with physical books.</p> <p>Specifically, the Louisville library staff seems to do an amazing amount of work and serve a fairly large community relative to the size of the staff. I have felt that way and see in your previous minutes that you have research studies indicating that is actually the case. They all clearly love their work and it is fun to watch them develop community with the patrons. I especially enjoy seeing their delight in creating and leading supplemental programming for kids, families and teens. From customized summer reading program, movie nights, teen hangout, read to rover, beading, science, to computer skills, the staff seems to be continually testing new ideas for the library. They are also doing the old school stuff: kindly and patiently helping a confused user figure out how to renew a library card or helping a frazzled parent keep kids calm and quiet for 3 more minutes while the last few books are checked out. The staff is huge resource for the city and residents and should be applauded and encouraged for all they do. The sad part of our strong staff's innovative programming is that sometimes very few people participate in their initiatives. I would love to work with the board to figure out how we can get more people to a music program so it doesn't end early for lack of interest as I saw last year. It would be ideal to have such strong</p>	<p>The one thing I would keep is the constant innovation in the Library Services. The library is always adapting to serving patrons. For example, the Makerspace allows people to use the library to 3D print, make movies, edit recordings, laser etch and many other things.</p> <p>The one thing I would change about the library is the lack of space. It would be wonderful to have more space for citizens to be able to spread out more.</p>	<p>Looking through the range of activities and opportunities that the library provides, I find I hard to answer this question. However, in this age of focus on science I believe that the STEM appropriateness of the Makerspace program is one that I strongly support and would keep. And in light of the trend to enlarge this to a STEAM program I would support investigating the possibility of expanding the Art component within the library's vision and, perhaps in collaboration with other community groups.</p> <p>In addition, I note that 80% of our population is Caucasian and I wonder where there is or could be an emphasis on expanding and/or adding children and youth programs to explore other cultures.</p>	<p>As a parent and a newcomer to Louisville, my main interaction with the library has been through children's programs, which are superb. My four year old son's favorite activity has been the Stuffy Friends Story-time Party, where the children were able to bring their stuffed animals to share. Stories, songs, and art activities centered around stuffy friends. As soon as the story-time ended, my son declared, "That was so much fun! When can we do that again?". I have been impressed with the children's area; from the programming to the recommended book lists, to bundling books by subject matter for checkout. The maker's space upstairs is also a fantastic library addition, and my son and I have spent many of our Thursday afternoon visits there after story-time. I would love to see more adult lectures, programming, or book groups at the library, particularly focused on the thirty to fifty age range.</p>	<p>I would pretty much keep the library as it is: an open, well-lighted, welcoming place with spaces designed for various demographics: children and young adults especially. Perhaps one thing I would change is the maker space. I would try to find a way to make it larger or move it to a different part of the building where it could have more space and more equipment.</p>

	<p>where first impressions are made. New books definitely should still be on display at the front, but maybe the DVDs don't need to be displayed as prominently. The front desk could be closer to the door so the librarians could welcome people, which in turn would encourage patrons to ask questions and be engaged. Putting some kind of displays in the courtyard right outside the front doors in the summer to pique people's interest and draw them in is another possibility.</p> <p>In practice, though, regarding any kind of change, I would of course first listen to what the library staff and other city officials have to say, since they know the library's needs, goals, and limitations the best!</p>	<p>participation that the CU science students or the 9News weatherman come back regularly. I have seen surveys and questionnaires and would be interested in exploring how those are used. I am sure you have tried many creative outreach options including social media, yet I still see this as an opportunity for improvement. Let's get more people to interact with the library!</p> <p>Oh, and although I as a patron love the hold system, it seems pretty labor intensive and perhaps could use a review to look for ways to reduce staff time.</p>				
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	Michele Welsh-Horst	Amy Stran Mitchell	Helana Lechner	Ross Holland	Jaime Dufresne	Stephen Bulick
<b>Why is the Library important to Louisville?</b>	<p>When I think about what libraries are at their core--free books!--I can't believe our society's good luck that they exist at all. As a believer in the power of books to open minds and help us understand ourselves and the world around us, I think the library is the most indispensable facility in any town. And it is only natural that a place that encourages intellectual exploration through books would also encourage it in many other areas, as our library does. The Louisville Public Library in particular is the physical and figurative center of town. Whether you are going to the Friday Night Street Faire, Art Underground for voice lessons, the Saturday farmers' market, Sweet Cow, or the bank, it is so</p>	<p>As I said above, I believe a free library is a gateway to learning and opportunity for anyone. Books are magic, and the Louisville library's downtown location and beautiful new building make it a hub of our community. An educated population is a critical resource for successful democratic societies, and as the Center for Public Education put it, "[r]eading is the Open Sesame for acquiring knowledge: learn to read, and you can read to learn just about anything" ( Center for Public Education: Learning to Read, Reading to Learn, ). The Global Family Research Project suggests that improving families' engagement with the library will improve their parenting skills, increase their connection to the community, enhance their ability to support their children's learning and put their</p>	<p>The library is a place where all citizens, no matter their socioeconomic status can go and get services. Thus, the poorest person can check out the same book the richest person in town can. I find the thought of true equality so comforting. I believe the library offers a service that no other city service offers: the ability to lose yourself in the world of reading for no cost. It is an invaluable service to the citizens to allow your mind to grow reading books.</p>	<p>The Library is a vibrant cultural center for Louisville. Its role in informing, involving and inspiring its members provides a focus for the whole community. The statistics available confirm its important, indicating its usage rate at almost a quarter of a million visits per year and approximately seven visits per capita (2016). This is impressive and is no doubt due to the extensive range of services, its central location and the friendliness of the staff.</p>	<p>In my personal experience, the public library has been the main outlet for connection and belonging to a community. The public library doesn't require a certain income or education level; it accepts, welcomes, and encourages all who are in need or want of its gifts. Any city needs a strong public library, but that becomes even more important in a small community, where a sense of belonging and kindness is a part of the daily experience. Louisville Public Library has an amazing location in the middle of the downtown of this fabulous community, and it's role should also be at the heart of the community. I hope that I will have the opportunity to work with you to ensure and</p>	<p>The library is full of intellectual resources and it's free. It is in the middle of downtown where it can serve as a community resource. When I've been there I've seen a diverse population of all ages.</p> <p>As a child, starting in 5th grade, I had occasion to visit the Carnegie Institute in the Oakland section of Pittsburgh most Saturdays during the school year. The city's main public library was housed there and I have never forgotten the inscription over the main entrance, which said "Carnegie Library of Pittsburgh. Free to the People". Free to the people! To quote from Susan Orleans' recent book "The Library Book": "The publicness of the public library is an increasingly rare commodity. It becomes harder all the time to think of places that welcome everyone and</p>

	<p>easy to stop in at the library as well.</p> <p>The Louisville library has a done a great job of evolving as the city has grown and technology has advanced and people's expectations of a library have changed. Meetings spaces, the Maker Space, and community classes like Girls Who Code and Senior Computer Classes show how the library is keeping up with the times and looking to the future. A specific example made an impression on me: I looked through the LBOT meeting agendas for 2018 online and was encouraged to see the process by which our library considered and adopted the new policy of eliminating overdue fines on children's print material. A great deal of evidence was presented on the benefits and drawbacks of eliminating the fines, and the library took action to update their policy. The world is changing quickly, and I appreciate that the Louisville Public Library is adapting to keep up with technological and library trends while also continuing to be a safe, friendly, comfortable place for all citizens to explore anything they are curious about. I fully believe in the Louisville Public Library's ability to meet its mission to inform, involve, and inspire the communities it serves.</p>	<p>children on a path toward lifelong learning. Louisville, like all cities, needs an educated population and our library can help meet that need. Also, the Louisville library is right in the middle of some of Louisville's largest recurring events such as the farmer's market, Street Faire. A dead, ugly library near those events would be incongruous and off-putting to residents, visitors and business. We need to maintain a thriving, vibrant library that complements our main street and develops the educated population important to keeping Louisville the wonderful place it is.</p>			<p>enhance the library's important role.</p>	<p>don't charge any money for that warm embrace."</p>
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	Michele Welsh-Horst	Amy Stran Mitchell	Helana Lechner	Ross Holland	Jaime Dufresne	Stephen Bulick
<i>Applying for reappointment only: Should you be reappointed, what would you like to see the Library Board accomplish in your next term?</i>			<p>I would like to see more outreach to the public. Currently, we go out and spread the word about On the Same Page. But that only happens during the summer and fall. It might be nice to have something/an outreach during the winter and spring.</p> <p>Also, I would like to get the community more involved in our Little Libraries. It seems only a small number of people understand the idea of the little library.</p>			